

## 2009 EEO PUBLIC INSPECTION FILE REPORT

### PURPOSE

The purpose of WOUB's equal employment opportunity (EEO) Public File Report is to meet and comply with the Federal Communications Commission (FCC) rules for broadcasters and multi-channel video program distributors, which became effective on March 10, 2003. Under the specific EEO program requirements, broadcasters must comply with three key components: (A) outreach/recruitment, (B) recordkeeping and reporting, and (C) self-analysis of EEO efforts. The FCC has established a three-pronged outreach and recruitment requirement. Prong 1 requires broadcasters to recruit for all full-time vacancies and widely disseminate information concerning each full-time vacancy. Prong 2 requires broadcasters to provide notification of all full-time job vacancies to organizations who request such notifications. Prong 3 requires broadcasters to engage in a certain number of longer-term recruitment initiatives from a "menu" of options, depending on the size of the station employment unit. WOUB is required to engage in four recruitment initiatives over a two-year period.

### CONTENTS

This Public File Report will provide the following information:

- A list of all full-time jobs filled by WOUB during the previous year, identified by job title;
- For *each* such vacancy, a list of the recruitment sources used to fill those vacancies (including organizations entitled to notification pursuant to Prong 2, which should be separately identified), identified by name, address, contact person and telephone number;
- For each full-time vacancy during the previous year, the recruitment source for the person hired, and the recruitment source for *each* person interviewed;
- Data reflecting the total number of persons interviewed for full-time vacancies during the preceding year and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies;
- A list and brief description of Prong 3 initiatives implemented during the previous year.

## 2009 EEO PUBLIC INSPECTION FILE REPORT

**WOUB Center for Public Media at Ohio University, Athens, Ohio  
WOUB-TV/DT, WOUB(AM), WOUB-FM**

**June 1, 2008 – May 31, 2009**

### Full-Time Positions Filled

	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy, including organizations entitled to notification (See attached list for contact info)	Number Interviewed	Number Hired
	Public Radio Announcer	3/5/08	6/30/08	<ul style="list-style-type: none"> <li>• Athens News</li> <li>• PBS/NPR DACS Connect Forums</li> <li>• HigherEdJobs.com</li> <li>• AMFMJobs.com</li> <li>• Ohio University website</li> <li>• CPB Jobline (cpb.org/jobline)</li> <li>• Current</li> </ul>	<p style="text-align: center;">1</p> <p style="text-align: center;">1 1</p>	1
	Broadcast IT Supervisor	6/13/08	9/5/08	<ul style="list-style-type: none"> <li>• DiverseEducation.com</li> <li>• Columbus Dispatch</li> <li>• TVJobs.com</li> <li>• PBS/NPR DACS Connect Forums</li> <li>• HigherEdJobs.com</li> <li>• Ohio University website</li> </ul>	3	1
	Field Facilities Supervisor	8/1/08	10/15/08	<ul style="list-style-type: none"> <li>• Athens Messenger</li> <li>• PBS/NPR DACS Connect Forums</li> <li>• HigherEdJobs.com</li> <li>• DiverseEducation.com</li> <li>• AMFMJobs.com</li> <li>• SBEJobs.com</li> <li>• TVJobs.com</li> <li>• Ohio University website</li> </ul>	2	1



Information Regarding Recruitment Sources Contacted for Full-Time Vacancies				
June 1, 2008 – May 31, 2009				
No.	Recruitment Source [Company Name, Address]	Contact Person [Name, Telephone]	Total Interviewed	Entitled To Notification?
1	NPR/PBS Connect Forums	None, self-posted		N
2	HigherEdJobs.com	None, self-posted at <a href="http://higheredjobs.com">http://higheredjobs.com</a>	1	N
3	Ohio University website	<a href="http://www2.uhr.ohiou.edu/Employment">http://www2.uhr.ohiou.edu/Employment</a> Ohio University Human Resources	9	Y
4	TVJobs.com	None, self-posted at <a href="http://www.tvjobs.com">http://www.tvjobs.com</a>	1	N
5	AMFMJobs.com	None, self-posted at <a href="http://www.amfmjobs.com">http://www.amfmjobs.com</a>		N
6	CPB Jobline	None, self-posted at <a href="http://www.cpb.org/jobline">http://www.cpb.org/jobline</a>	1	N
7	Current	None, self-posted at <a href="http://current.org">http://current.org</a>		N
8	DiverseEducation.com	None, self-posted at <a href="http://diverseeducation.com">http://diverseeducation.com</a>		N
9	Society of Broadcast Engineers	None, self-posted at <a href="http://sbejobs.com">http://sbejobs.com</a>		N
10	State of Ohio: Ohio Means Jobs	None, self-posted at <a href="https://ohiomeansjobs.com/omj">https://ohiomeansjobs.com/omj</a>		N
<b>Print sources (newspapers, publications)</b>				
11	The Athens Messenger 9300 Johnson Road Athens, OH 45701	Jeff Bunch/Classifieds, 740-592-6612		N
12	The Athens News 14 North Court Street Athens, OH 45701	Marcey Williams/Classifieds, 740-594-8129	1	N
13	The Columbus Dispatch 34 South 3 <sup>rd</sup> Street Columbus, OH 43215	Eve/Classifieds, 614-888-8888		N
<b>TOTAL</b>			<b>13</b>	

Notes: Effective February 17, 2003, Ohio University is operating under a hiring freeze. Classified (hourly) and administrative positions must be approved by the Ohio University Executive Hiring Committee. For information, see [http://www.uhr.ohiou.edu/whatsnew\\_hiring\\_freeze.htm](http://www.uhr.ohiou.edu/whatsnew_hiring_freeze.htm). The WOUB Center for Public Media follows all policies and procedures of Ohio University, an instrumentality of the State of Ohio, for hiring and EEO. No interviews for the reporting period were conducted by sources external to Ohio University. In compliance with Ohio University Human Resources guidelines, applicants are asked to provide referral sources on an optional/voluntary basis.

### Prong 3 Longer-Term Recruitment Initiatives Implemented

June 1, 2008 – May 31, 2009

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	9/4/08, 9/6/08, 9/7/08	<b>Co-Hosting/Sponsoring of Student Broadcast Opportunities Career Fair</b> with organizations in the academic, business, and professional community whose membership includes substantial participation by women and minorities.	Ohio University Outreach Expo, Ohio University Student Involvement Fair and Scripps College of Communication freshman kickoff event, all conducted at the Ohio University main campus in Athens	Representation and distribution of marketing, informational, promotional, and career opportunity materials to college students and college graduates.	Mike Rodriguez, Director of Student Professional Development
2	9/6/08, 1/6/09, 3/31/09, and ongoing	<b>Establishment of Internship Program designed to assist members of community acquire skills needed for broadcast employment.</b> Informational meetings and ongoing training via the Student Professional Development Program to train student volunteers in practical and professional operations of public broadcasting in radio and television, to include working in an environment where no person is discriminated against in employment because of race, color, religion, national origin, or sex.	Ohio University students and volunteers work in all aspects of production of public radio and television programming	Students and volunteers receive hands-on training and mentoring.	Mike Rodriguez, Director of Student Professional Development  WOUB Radio and TV staff

**Prong 3 Longer-Term Recruitment Initiatives Implemented (continued)**

June 1, 2008 – May 31, 2009

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
3	Ongoing	<b>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</b> Graduate Masters Degree Program in public broadcasting management for students who are women and people of color.	Three different students participate in graduate level study for a career with specialized skills through course work in the School of Telecommunications and professional work at the WOUB Center for Public Media. Students receive \$15,000 plus tuition for four quarters. Requirements are three years of full-time work in public broadcasting, and a baccalaureate degree, with at least a 2.5 grade point average.	Originally funded by the Corporation for Public Broadcasting (CPB), the costs are now absorbed by Ohio University since funding from CPB ceased. Ohio University has supported this effort solely for at least ten years. WOUB Center for Public Media staff provide professional mentoring, training, and advisory support.	Carolyn Bailey Lewis, Ph.D., Director and General Manager  WOUB Radio and TV staff

<b>Prong 3 Longer-Term Recruitment Initiatives Implemented (continued)</b>					
June 1, 2008 – May 31, 2009					
<b>No.</b>	<b>Date</b>	<b>Initiative</b>	<b>Description</b>	<b>Scope of Involvement</b>	<b>Personnel Involved</b>
4	4/14/09	<b>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</b>	Formal training session: Legal Workplace Compliance and Best Practices.	WOUB Center for Public Media management level personnel attend the formal training conducted by William Hale, Ph.D., Personal Development Services, LLC, and Brenda Noftz, J.D., Ph.D., Ohio University Human Resources. Topics include EEOC and FCC working processes, Title VII, ADA, FMLA, No FEAR Act, and 29 CFR 1604.11.	All WOUB management level personnel (21 staff members)
5		For other initiatives implemented during the 2-year term, see the EEO Public File Report for prior years.			

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